

Internal Affairs Unit

2003 Activities and Analysis

Internal Investigations:

Complaints Investigated: 116

Internally Generated Complaints: 108

Externally Generated Complaints: 8

*Sustained:	95		Sustained:	5	
<i>Class I</i>	<i>Sworn: 12</i>	<i>Civilian: 5</i>	<i>Class I</i>	<i>Sworn: 1</i>	<i>Civilian: 1</i>
<i>Class II</i>	<i>Sworn: 23</i>	<i>Civilian: 11</i>	<i>Class II</i>	<i>Sworn: 3</i>	<i>Civilian: 0</i>
<i>Class III</i>	<i>Sworn: 36</i>	<i>Civilian: 8</i>	<i>Class III</i>	<i>Sworn: 0</i>	<i>Civilian: 0</i>
*Unfounded:	6		Unfounded:	2	
<i>Class I</i>	<i>Sworn: 0</i>	<i>Civilian: 2</i>	<i>Class I</i>	<i>Sworn: 2</i>	<i>Civilian: 0</i>
<i>Class II</i>	<i>Sworn: 4</i>	<i>Civilian: 0</i>	<i>Class II</i>	<i>Sworn: 0</i>	<i>Civilian: 0</i>
<i>Class III</i>	<i>Sworn: 0</i>	<i>Civilian: 0</i>	<i>Class III</i>	<i>Sworn: 0</i>	<i>Civilian: 0</i>
*Not Sustained:	1		Not Sustained:	0	
<i>Class I</i>	<i>Sworn: 0</i>	<i>Civilian: 1</i>	<i>Class I</i>	<i>Sworn: 0</i>	<i>Civilian: 0</i>
<i>Class II</i>	<i>Sworn: 0</i>	<i>Civilian: 0</i>	<i>Class II</i>	<i>Sworn: 0</i>	<i>Civilian: 0</i>
<i>Class III</i>	<i>Sworn: 0</i>	<i>Civilian: 0</i>	<i>Class III</i>	<i>Sworn: 0</i>	<i>Civilian: 0</i>
*Exonerated:	6		Exonerated:	1	
<i>Class I</i>	<i>Sworn: 5</i>	<i>Civilian: 1</i>	<i>Class I</i>	<i>Sworn: 1</i>	<i>Civilian: 0</i>
<i>Class II</i>	<i>Sworn: 0</i>	<i>Civilian: 0</i>	<i>Class II</i>	<i>Sworn: 0</i>	<i>Civilian: 0</i>
<i>Class III</i>	<i>Sworn: 0</i>	<i>Civilian: 0</i>	<i>Class III</i>	<i>Sworn: 0</i>	<i>Civilian: 0</i>

*Complaints may involve more than one employee per investigation, thus the disposition numbers are higher than the # of active investigations or complaints.

Complaint/Allegation Class Description:

Class I: Excessive Force, Untruthfulness, Commission of a Crime, Harassment, Abuse of Authority, ACJIS Violations, etc.

Class II: Unprofessional Conduct, Failure to Perform Duties, Mishandling Property or Evidence, Insubordination, etc.

Class III: Failure to Appear for Court, Training, Off Duty, Failure to Secure Property, Tardiness, etc.

The total number of Internal Affairs Investigations decreased by eighteen (18) from 2002 to 2003. The number of internally generated complaints decreased from 107 to 90, and the number of externally generated complaints decreased from 9 to 8.

In 2003 there were five (5) instances where officers discharged weapons. Three instances involved officers dispatching animals and they were within policy. There were two instances where suspects were shot and both were within policy.

One employee was identified after being flagged via the Personnel Assessment System (PAS-General Order 45.43) for 2 shootings and several “use of force” submissions. The incidents were investigated individually and as a pattern and found to be within policy. Supervisors are looking for additional training opportunities for the employee to ensure he has the skills necessary to mitigate rapid escalation of force. There are no other indications of any “trends” as they relate to employee misconduct. The most serious types of employee misconduct this

year have been excessive force, EEO issues, untruthfulness and release of confidential information, each involving different employees. While there were no employees repeatedly involved in significant misconduct, seventeen (17) employees were investigated more than once during the year. These matters were discussed at the weekly Internal Affairs Briefings as part of the Department's "Early Warning System" relating to employee conduct.

The number of employees who lose property or fail to attend court, training, range and off duty has been consistent throughout the year and remains the leading class of violations.

Discipline Processed:

Employees Receiving Discipline:	87
Letters of Counseling:	39
Letters of Reprimand:	16
Verbal Counseling:	14
Employees Suspended:	9
Salary Reduction:	2
Resignations/Terminations:	6
Reassignment:	0
Probation Rejection:	1

Traffic Summary

Vehicle Collisions:	81
Chargeable:	50

The numbers of vehicle collisions in "total" are up compared to 2002, as are the number of chargeable collisions. (In 2002, 67 collisions as compared to 81 in 2003. In 2002, 47 were chargeable as compared to 50, in 2003.) Most of the chargeable collisions continue to involve employees backing into posts or other cars, striking curbs or other stationary objects.

Vehicle Pursuits:	6
Out of Policy:	2

One pursuit was found out of policy because the supervisor "boxed in" the suspect vehicle resulting in a collision. The other was found out of policy because the offender's actions did not meet the criteria necessary to initiate or justify the pursuit and the sergeant failed to control it. There is no pattern of mis-conduct concerning personnel who participated in the out of policy pursuit. The involved employees were disciplined.

Miscellaneous:

Police Department employees received 312 written commendations from citizens, co-workers and other City of Scottsdale employees. This is down from 509 in 2002. Data was lost for July-Dec '03 and was estimated, so this may have had an impact.

The Internal Affairs Unit also conducted thirty-seven (37) drug screens on department members via hair sample due to promotions or transfers. Two (2) more drug/alcohol screens were done via blood as part of an investigation from the two officer involved shootings. All the tests results were negative.

This data is hand-collected from several databases and may contain minor errors in the “numbers” collected. We are developing an action plan with Information Services and Risk Management to improve our data collection and reporting capabilities.

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Internal Affairs Unit***

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